

Claims

What is claimed is:

[c1] A method comprising:

- a) quantifying a first actual performance metric of an individual carrying out a defined performance before an event occurrence bearing on an actual skill level of the individual;
- b) quantifying a second actual performance metric of the individual carrying out the defined performance after the event occurrence; and
- c) determining a result of the event occurrence on an ability of the individual to carry out the defined performance based on the first and second actual performance metrics.

[c2] The method of Claim 1 further comprising analyzing a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence wherein the determining step is based on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

[c3] The method of Claim 1 further comprising:

- a) defining a role associated with a required skill having a required skill level and the defined performance; and
- b) associating the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.

[c4] The method of Claim 3 further comprising:

- a) analyzing a difference between the required skill level for the role and the actual skill level of the individual;
- b) determining if training is necessary to raise the actual skill level to the required skill level.

**[c5]** The method of Claim 3 wherein the defining step further comprises associating a desired performance metric for the defined performance associated with the role and further comprising associating the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

**[c6]** The method of Claim 1 further comprising:

- a) comparing the actual skill level of the individual before and after the event occurrence; and
- b) correlating any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

**[c7]** The method of Claim 1 further comprising:

- a) comparing the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
- b) determining a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

**[c8]** The method of Claim 1 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising:

- a) quantifying a first actual performance metric of a second individual carrying out the defined performance before the training event;
- b) quantifying a second actual performance metric of the second individual carrying out the defined performance after the training event, wherein the second individual is not subjected to the training event; and
- c) comparing the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

[c9] The method of Claim 8 further comprising:

- a) identifying an increase between the first and second actual performance metrics of the individual and the second individual; and
- b) indicating an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

[c10] A method comprising:

- a) defining a role associated with a required skill having a required skill level and requiring a defined performance;
- b) associating an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
- c) quantifying a first actual performance metric of the individual carrying out the defined performance before training;
- d) quantifying a second actual performance metric of the individual carrying out the defined performance after the training;
- e) analyzing a relationship between the first and second actual performance metrics before and after the training; and
- f) determining a result of the training on the actual performance metric associated with the individual carrying out the defined performance of the role.

[c11] A computer readable medium comprising software for instructing a computer to:

- a) quantify a first actual performance metric of an individual carrying out a defined performance before an event occurrence bearing on an actual skill level of the individual;
- b) quantify a second actual performance metric of the individual carrying out the defined performance after the event occurrence; and

- c) determine a result of the event occurrence on an ability of the individual to carry out the defined performance based on the first and second actual performance metrics.

[c12] The computer readable medium of Claim 11 further comprising instructions to analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence and determine the result based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

[c13] The computer readable medium of Claim 11 further comprising instructions to:

- a) define a role associated with a required skill having a required skill level and the defined performance; and
  - b) associate the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.

[c14] The computer readable medium of Claim 13 further comprising instructions to:

- a) analyze a difference between the required skill level for the role and the actual skill level of the individual;
  - b) determine if training is necessary to raise the actual skill level to the required skill level.

[c15] The computer readable medium of Claim 13 further comprising instructions to:

- a) further define the role by associating a desired performance metric for the defined performance associated with the role; and
  - b) associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

[c16] The computer readable medium of Claim 11 further comprising instructions to:

- a) compare the actual skill level of the individual before and after the event occurrence; and
- b) correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

[c17] The computer readable medium of Claim 11 further comprising instructions to:

- a) compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
- b) determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

[c18] The computer readable medium of Claim 11 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising instructions to:

- a) quantify a first actual performance metric of a second individual carrying out the defined performance before the training event;
- b) quantify a second actual performance metric of the second individual carrying out the defined performance after the training event, wherein the second individual is not subjected to the training event; and
- c) compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

[c19] The computer readable medium of Claim 11 further comprising instructions to:

- a) identify an increase between the first and second performance metrics of the individual and the second individual; and
- b) indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
- [c20] A computer readable medium comprising software for instructing a computer to:
- a) define a role associated with a required skill having a required skill level and requiring a defined performance;
  - b) associate an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
  - c) quantify a first actual performance metric of the individual carrying out the performance before training;
  - d) quantify a second actual performance metric of the individual carrying out the performance after the training;
  - e) analyze a relationship between the first and second actual performance metrics before and after the training; and
  - f) determine a result of the training on the actual performance metric associated with the individual carrying out the defined performance of the role.
- [c21] A system comprising:
- a) a user interface; and
  - b) a central processing unit associated with the user interface and adapted to:
    - i. quantify a first actual performance metric of an individual carrying out a defined performance before an event occurrence bearing on an actual skill level of the individual;
    - ii. quantify a second actual performance metric of the individual carrying out the defined performance after the event occurrence; and

- iii. determine a result of the event occurrence on an ability of the individual to carry out the defined performance based on the first and second actual performance metrics.

**[c22]** The system of Claim 21 wherein the central processing unit is further adapted to analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence and determine the result based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

**[c23]** The system of Claim 21 wherein the central processing unit is further adapted to:

- a) define a role associated with a required skill having a required skill level and the defined performance; and
- b) associate the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.

**[c24]** The system of Claim 23 wherein the central processing unit is further adapted to:

- a) analyze a difference between the required skill level for the role and the possessed skill level of the individual;
- b) determine if training is necessary to raise the actual skill level to the required skill level.

**[c25]** The system of Claim 23 wherein the central processing unit is further adapted to:

- a) further define the role by associating a desired performance metric for the defined performance associated with the role; and
- b) associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

[c26] The system of Claim 21 wherein the central processing unit is further adapted to:

- a) compare the actual skill level of the individual before and after the event occurrence; and
- b) correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

[c27] The system of Claim 21 wherein the central processing unit is further adapted to:

- a) compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
- b) determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

[c28] The system of Claim 21 wherein the event occurrence is a training event bearing on the actual skill level of the individual and the central processing unit is further adapted to:

- a) quantify a first actual performance metric of a second individual carrying out the defined performance before the training event;
- b) quantify a second actual performance metric of the second individual carrying out the defined performance after the training event, wherein the second individual is not subjected to the training event; and
- c) compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

[c29] The system of Claim 21 wherein the central processing unit is further adapted to:

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- a) identify an increase between the first and second actual performance metrics of the individual and the second individual; and
  - b) indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
- [c30] A system comprising:
- a) means for defining a role associated with a required skill having a required skill level and requiring a defined performance;
  - b) means for associating an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
  - c) means for quantifying a first actual performance metric of the individual carrying out the defined performance before training;
  - d) means for quantifying a second actual performance metric of the individual carrying out the defined performance after the training;
  - e) means for analyzing a relationship between the first and second actual performance metrics before and after the training; and
  - f) means for determining a result of the training on the actual performance metric associated with the individual carrying out the defined performance of the role.